



***THE BAY AREA RAPID TRANSIT DISTRICT
POLICE DEPARTMENT
INVITES APPLICATIONS FOR***

POLICE SERGEANT

\$90,864 — \$132,070 annually

Bay Area Rapid Transit District

Apply by: January 25, 2013

An Equal Opportunity Employer - BART is an equal opportunity employer. Women, minorities, and persons with disabilities are encouraged to apply.

THE POSITION

The Bay Area Rapid Transit District Police Department is announcing an excellent employment opportunity to fill several Police Sergeant vacancies. Under the direction of a Police Lieutenant, Police Commander or Deputy Police Chief this is the first line supervisory class which provides direction and review to assigned sworn and technical support staff during an assigned shift. Incumbents are expected to exercise considerable latitude and independent judgment in the day-to-day conduct of the work. This class is distinguished from Police Lieutenant in that the latter manages and administers the activities of an assigned zone, watch, or unit.

THE DEPARTMENT

The BART Police Department is comprised of 296 personnel, of which 206 are sworn peace officers anywhere in California. Its Chief of Police commands the department that is BART's sole law-enforcement entity and provides the full range of police services. To prepare for major emergencies, critical incidents, and tactical responses, the department is a signatory to the Bay Area's mutual-aid pacts and has teams of highly trained officers for tactical response and/or crisis negotiations.

The Patrol Bureau is decentralized into four geographical police zones, each with its own headquarters and field offices. Zone Lieutenants are assigned the personnel, equipment, and resources to manage their respective police operations. This community-based deployment strategy enhances the BART police's ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees. There are BART police facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro,

MISSION STATEMENT

The mission of the BART Police Department is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

The Core Values:

- ❖ **INTEGRITY** - We inspire trust and carry ourselves in a manner that demonstrates the highest levels of honesty, ethics, and moral conduct.
- ❖ **SERVICE** - Placing Service above Self, we work in partnership with the community, serving with pride, courage and compassion.
- ❖ **ACCOUNTABILITY** - We take ownership of our duties, remaining answerable to the public and accountable to the laws, rules, policies and procedures that govern and guide us.
- ❖ **PROFESSIONALISM** - We are committed to conduct and performance reflective of the highest standard of personal and organizational excellence.
- ❖ **DIVERSITY** - We acknowledge and embrace the diversity in the communities we serve and strive to ensure diversity is reflected in all levels of our organization.

MINIMUM QUALIFICATIONS

License and/or Certificate: Possession of or eligibility to possess, the P.O.S.T. Advanced and Supervisory certificates. Official college transcript (s) and/or college or university diploma (s) upon request.

Education: A Bachelor's degree from an accredited college or university.

Please Note: Applicants with transcripts from outside the United States or its territories must have the transcripts evaluated by an academic accrediting service.

Experience: Two (2) years of (full-time equivalent) verifiable experience as a Police Sergeant by the filing deadline; or sixty (60) college semester (or 90 quarter) units and four (4) years as a Police Sergeant by the filing deadline.

All applicants must meet ALL of the Minimum Qualifications by the filing deadline.



BENEFITS AND PAY

BART offers one of the most comprehensive compensation and benefits programs you will find anywhere. We pay at rates that are strongly competitive in the labor market, and complement our pay program with an outstanding benefits package. Benefits include the renowned CalPERS pension, excellent medical, vision, and dental coverage, supplemental insurances, excellent paid holidays and vacation, as well as two investment programs, one of which is entirely funded by BART on your behalf. BART also saves you money in your paycheck because no deductions are made for Social Security. For more information on the benefits package, see the summary listing in the sidebar to the right.

ESSENTIAL JOB FUNCTIONS

EXAMPLES OF DUTIES – *Duties may include, but are not limited to, the following:*

1. Plans, organizes, assigns, directs, reviews and evaluates staff and activities during an assigned shift or in an assigned function.
2. Assists in developing goals, objectives, policies, procedures and work standards.
3. Assists in implementation of ordinances, rules and regulations to further departmental goals.
4. Performs duties and responsibilities consistent with the Law Enforcement Code of Ethics.
5. Maintains discipline and communicates and interprets policies and procedures to subordinates.
6. Is responsible for morale and productivity of assigned staff and monitors their training and professional development.
7. Ensures that subordinates respond to calls for service.
8. Personally performs varied police duties relating to the enforcement of law, investigation and prevention of crime, patrol, traffic control and community information.
9. Presents evidence in court.
10. Confers with and provides assistance to District staff and Police command staff.
11. Prepares and reviews a variety of reports, records, correspondence and other written materials.
12. Represents the District in meetings with other law enforcement agencies, professional, business and community organizations and the public.

BENEFITS (cont'd)

Retirement Programs

- ❖ BART's pension plan is through the California Public Employees' Retirement System (CalPERS). Please note that the new District employees with a start date on or after January 1, 2013 will be subject to the terms of the new Public Employee's Pension Reform Act of 2013 (AB 340) affecting pension and pension contributions.
- ❖ Deferred Compensation Plan (IRC 457) is offered.
- ❖ Fully funded Money Purchase Pension Plan (401a) is provided in lieu of Social Security. Annual BART contributions of \$1868.65 are currently suspended through June 30, 2013 due to collective bargaining agreement.

Medical Benefits—Choice of:

- ❖ HMO & PPO through CalPERS. A current monthly premium of \$89.55 for 2012. You pay nothing extra for dependents

Dental Benefits

- ❖ Principal Financial Group. \$2,000 per person per calendar year with no deductible. Orthodontia – lifetime max of \$3,500 and a \$50.00 deductible.

Vision Benefits

- ❖ Vision Service Plan (VSP). Standard and enhanced plans available.

Vacation

- ❖ Three weeks per year after 1 year of service. Four weeks after five years of service. Five weeks after 14 years of service. Six weeks after 19 years of service.

Holidays

- ❖ 10 paid holidays per year
- ❖ 3 floating holidays per year

Sick Leave

- ❖ Twelve days per year

Life Insurance

- ❖ Two times the amount of annual base salary. Optional life insurance can also be purchased.

Disability Benefits

- ❖ PORAC long-term coverage. Monthly cost to employee of \$3.00.

Other Benefits

- ❖ Education Assistance Program
- ❖ Employee Assistance Program
- ❖ Free BART Transportation

HOW TO APPLY

External applicants may only apply online, at www.bart.gov/jobs. Applicants needing assistance with the online application process may receive additional information by calling (510) 464-6112.

Current employees are strongly encouraged to apply online, either at www.bart.gov/jobs, or on WebBART. Current employees may also apply using a BART paper application by delivering the completed form to the Human Resources Department, or by mailing it to P. O. Box 12688, Oakland, CA 94604-2688.

All applicants are asked to complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. On line applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be complete by the closing date and time listed on the job announcement.

SELECTION PROCESS

This position is represented by the BART Police Management Association. Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes. District employees will be given first priority of positions over any external candidates.

The selection process for this position may include a skills/performance demonstration, a written examination, and/or an individual or panel interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S.; pass a pre-employment medical examination which includes a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations)



Bay Area Rapid Transit
Human Resources Department
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